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Financing of the United Nations Peacekeeping Force in Cyprus

Budget for the United Nations Peacekeeping Force in Cyprus for the period from 1 July 2007 to 30 June 2008

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Peacekeeping Force in Cyprus (UNFICYP) for the period from 1 July 2007 to 30 June 2008, which amounts to $48,319,000, inclusive of budgeted voluntary contributions in kind in the amount of $1,471,000.

The budget provides for the deployment of 860 military contingent personnel, including a military observer and liaison group of up to 40 officers, 69 United Nations police officers, 39 international staff and 110 national staff.

The total resource requirements for UNFICYP for the financial period from 1 July 2007 to 30 June 2008 have been linked to the mission's objective through a number of results-based frameworks, grouped by components: political and civil affairs; military; United Nations police; and support. The human resources of the mission in terms of number of personnel have been attributed to the individual components, with the exception of the mission's executive direction and management, which can be attributed to the mission as a whole.

The explanations of variances in resource levels, both human and financial resources, have been linked, where applicable, to specific outputs planned by the mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures (2005/06)*	*Apportionment (2006/07)*	*Cost estimates (2007/08)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	18 131.3	18 161.6	20 050.6	1 889.0	10.4
Civilian personnel	12 228.3	11 700.5	12 881.9	1 181.4	10.1
Operational costs	13 466.7	14 969.3	13 915.5	(1 053.8)	(7.0)
Gross requirements	**43 826.3**	**44 831.4**	**46 848.0**	**2 016.6**	**4.5**
Staff assessment income	2 001.0	1 818.5	1 998.3	179.8	9.9
Net requirements	**41 825.3**	**43 012.9**	**44 849.7**	**1 836.8**	**4.3**
Voluntary contributions in kind (budgeted)	1 278.4	1 439.0	1 471.0	32.0	2.2
Total requirements	**45 104.7**	**46 270.4**	**48 319.0**	**2 048.6**	**4.4**

Human resources[a]

	Military contingents	*United Nations police*	*International staff*	*National staff*	*Temporary positions*[b]	*Total*
Executive direction and management						
Approved 2006/07	—	—	3	—	—	3
Proposed 2007/08	—	—	3	—	—	3
Components						
Political and civil affairs						
Approved 2006/07	—	7	10	8	—	25
Proposed 2007/08	—	7	10	9	—	26
Military						
Approved 2006/07	834	—	2	3	—	839
Proposed 2007/08	834	—	2	3	—	839
United Nations police						
Approved 2006/07	—	62	1	1	—	64
Proposed 2007/08	—	62	1	1	—	64
Support						
Approved 2006/07	26	—	25	98	2	151
Proposed 2007/08	26	—	23	97	—	146
Total						
Approved 2006/07	860	69	41	110	2	1 082
Proposed 2007/08	860	69	39	110	—	1 078
Net change	—	—	(2)	—	(2)	(4)

[a] Represents highest level of authorized/proposed strength.

[b] Funded under general temporary assistance.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Peacekeeping Force in Cyprus (UNFICYP) was established by the Security Council in its resolution 186 (1964). By its resolution 1728 (2006), the Council extended the mandate of the Force until 15 June 2007.

2. UNFICYP is mandated to help the Security Council achieve an overall objective, namely, to ensure peace and security in Cyprus and the return to normal conditions.

3. Within this overall objective, UNFICYP will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are grouped by components: political and civil affairs; military; United Nations police; and support.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Force and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of the Force in terms of the number of personnel have been attributed to the individual components, with the exception of the Force's executive direction and management, which can be attributed to the Force as a whole. Variances in the number of personnel, compared to the 2006/07 budget, have been explained under the respective components.

5. Upon implementation of a revised concept of military operations, the Force will continue during the 2007/08 period, as shown in framework component 2, military, to deploy mobile patrols and military observer and liaison group patrols to contribute to the increased emphasis on liaison, observation and mediation, rather than the interpositioning between forces, and to utilize aerial observation and surveillance technology (closed-circuit television system, global positioning system and night observation devices) for the improved monitoring of the United Nations buffer zone. The planned acquisition and installation of the closed-circuit television system in the 2006/07 period would result in reduced resource provisions under the budget line item on special equipment.

6. With the projected full deployment during the 2007/08 period of the authorized strength of 69 United Nations police officers, UNFICYP will increase the number and frequency of police patrols and escorts of humanitarian convoys, as indicated in framework component 3, United Nations police. Accordingly, the proposed budget reflects additional resource requirements under the United Nations police budget line item.

7. Pursuant to a request contained in paragraph 15 of General Assembly resolution 60/270 on the financing of UNFICYP, the mission undertook a thorough review of its support component staffing requirements, including the number and grade levels of support staff and the possibility of utilizing United Nations Volunteers.

8. The review was conducted on a section-by-section and post-by-post basis, taking into account: the downsizing of the Force from 1,230 to 860 military personnel that was implemented during the 2005/06 period; the increase in the authorized strength of the United Nations police establishment from 35 to 69 officers, with full strength deployment in March 2006; the operational requirements

in support of the Force's mandate and functional responsibilities; and job profiles and classified post grade levels of international and national support staff.

9. As a result of the review, the mission concluded that, despite the downsizing of the Force, the complexity and level of operational activities and the resource requirements in support of its mandate remain constant and that the level of responsibilities of seven Professional staff (Chief Administrative Officer, D-1; Chief Finance Officer, P-4 ; Chief Procurement Officer, P-4; Chief Civilian Personnel Officer, P-4; Administrative Officer, P-3; Chief Engineer, P-3; and Field Security Officer, P-3) conform to the United Nations post grade classification standards. With regard to the Field Service category of staff, while the mission is proposing a reduction of the Field Service support establishment by two posts, for a revised total of 16 posts, due account was taken of the need to maintain the appropriate supervisory and managerial capacity assumed by Field Service staff and of their contractual status, with UNFICYP being an established duty station.

10. The mission also reviewed the possibility of utilizing United Nations Volunteers in support functions. In view of the supervisory and managerial responsibilities carried out by the mission's international staff, who also exercise delegated administrative, personnel, financial and procurement authorities that cannot be assumed by United Nations Volunteers, and the emphasis on national capacity-building, the mission opted for the continuation of its policy of converting international staff posts to the national staff category. Accordingly, the proposed 2007/08 staffing establishment of the Division of Administration reflects the conversion of two international Field Service posts to the national General Service category.

11. At the same time, upon review of its national staffing establishment, the mission concluded that three national General Service staff posts (2 Secretaries and 1 Stores Worker) can be abolished. Functions previously performed by the incumbents of those posts would be absorbed by the existing support staff of the Division of Administration.

12. As a result of the review of its support component staffing requirements, the mission will realize efficiency gains estimated at $153,500 from the proposed conversion of two Field Service posts to the national General Service category and $23,000 from the implementation of least cost routing commercial communications and the resultant decreased transponder and fixed telephone charges.

13. The mission and sector 2 headquarters have been established in Nicosia, the capital, where the Office of the Special Representative of the Secretary-General and Chief of Mission is located, with sectors 1 and 4 headquarters based in Skouriotissa and Famagusta, respectively. The mission provides administrative, logistical and technical support to its substantive, military and United Nations police personnel deployed in its main and sector headquarters, as well as to military personnel in 11 patrol bases and permanent observation posts.

Executive direction and management

14. Overall mission direction and management are to be provided by the immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff								*National staff*	*United Nations Volunteers*	*Total*
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***			
Office of the Special Representative of the Secretary-General[a]											
Approved posts 2006/07	2	—	—	—	—	1	—	3	—	—	3
Proposed posts 2007/08	2	—	—	—	—	1	—	3	—	—	3
Net change	—	—	—	—	—	—	—	—	—	—	—

[a] Includes on Assistant Secretary-General post (Special Representative of the Secretary-General and Chief of Mission) and one Under-Secretary-General post (pending resumption of the Secretary-General's good offices in Cyprus, the post is maintained on a zero-cost basis).

Component 1: political and civil affairs

Expected accomplishments	*Indicators of achievement*
1.1 Improved relations between the Greek Cypriot and Turkish Cypriot communities	1.1.1 Increased number of people crossing from both sides since the opening of crossing points from 10.6 million in 2005/06 to 18.1 million in 2007/08 (7.5 million in 2006/07)[a]
	1.1.2 Increased number of crossing points between the north and the south of the United Nations buffer zone from 5 in 2005/06 to 7 in 2007/08 (7 in 2006/07)
	1.1.3 Increase in the number of bicommunal contacts between political, private, professional and civic society groups from 105 in 2005/06 to 150 in 2007/08 (100 in 2006/07)[a]

Outputs

- Facilitation of regular meetings between the sides at a higher political level
- Negotiation, mediation and provision of good offices to both sides on confidence-building initiatives through daily meetings and contacts with the concerned parties, including the establishment of a mechanism for bicommunal discussions at the technical level
- Daily liaison with the relevant authorities (police, civilian and military) on both sides of the buffer zone with a view to facilitating crossings
- Daily liaison with guarantor powers and other concerned Member States on implementation of the Force's mandate

[a] Projected in the 2006/07 budget.

- Public information campaign on improving relations, including 260 press cables, 64 situation/media summaries, 4,600 media monitoring summaries translated from Greek and Turkish, 1,000 briefings, one survey on the perception of United Nations activities in Cyprus, 135 media events, 1,000 posters, signs (to identify no-go areas, civil use areas, minefields and no dumping, no construction and authorized entry only areas), brochures and twice-monthly public service announcements for pro bono radio broadcasting to raise awareness on the buffer zone use, mine safety, environmental issues, avian flu and other community health issues

Expected accomplishments	*Indicators of achievement*
1.2 Progress towards normal living conditions in the United Nations buffer zone and for Greek Cypriots and Maronites in the north and Turkish Cypriots in the south	1.2.1 Decrease in unauthorized commercial and residential construction outside of civilian use areas in the buffer zone from 24 in 2005/06 to 14 in 2006/07 to 5 in 2007/08
	1.2.2 No complaints received from recipients of humanitarian assistance on either side

Outputs

- Daily intercession with the authorities through mediation, meetings and contacts with both sides, with a view to resolving educational, cultural, religious and other issues of the respective communities
- Daily meetings with local authorities on the compliance with UNFICYP requirements on civil use of the buffer zone
- Weekly humanitarian visits to Greek Cypriots in the Karpas area and to the Maronites in the north to monitor living conditions
- Weekly humanitarian meetings with Turkish Cypriots in the south to assist in obtaining identity documents, housing, welfare services, medical care, employment and education
- Monthly humanitarian visits to Turkish Cypriots in Pafos to monitor living conditions

External factors

Both sides will cooperate in creating conditions for improved relations

Table 2
Human resources: component 1, political and civil affairs

Category	*Total*
I. Military observers	
Approved 2006/07	—
Proposed 2007/08	—
Net change	—

II. United Nations police	
Approved 2006/07	7
Proposed 2007/08	7
Net change	—

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Senior Adviser											
Approved 2006/07	—	1	1	—	—	1	—	**3**	—	—	**3**
Proposed 2007/08	—	1	1	—	—	1	—	**3**	—	—	**3**
Net change	—	—	—	—	—	—	—	—	—	—	—
Civil Affairs Branch											
Approved 2006/07	—	—	2	1	1	—	—	**4**	7	—	**11**
Proposed 2007/08	—	—	2	1	1	—	—	**4**	8	—	**12**
Net change	—	—	—	—	—	—	—	—	**1**	—	**1**
Office of the Spokesperson											
Approved 2006/07	—	—	1	1	—	1	—	**3**	1	—	**4**
Proposed 2007/08	—	—	1	1	—	1	—	**3**	1	—	**4**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal, civilian staff											
Approved 2006/07	—	1	4	2	1	2	—	**10**	8	—	**18**
Proposed 2007/08	—	1	4	2	1	2	—	**10**	9	—	**19**
Net change	—	—	—	—	—	—	—	—	**1**	—	**1**
Grand total (I-III)											
Approved 2006/07											**25**
Proposed 2007/08											**26**
Net change											**1**

Justification

National staff: establishment of one General Service post

15. Since the lifting of the restrictions on movement across the ceasefire lines in 2003, there has been a steadily increasing civilian use of the United Nations buffer zone. The growing use of the buffer zone and the number of pending and new applications for civilian activities in the zone, such as civilian construction projects, require continuous monitoring and follow-up. These functions are performed by the Sector Civil Affairs Team Coordinator (a United Nations police officer), who, under the overall supervision and guidance of the Chief Civil Affairs Officer, coordinates and directs the work of three teams of United Nations police deployed in the sectors. The United Nations police officers serve for a period from 6 to 12 months, a duration of service that adversely affects the consistency and continuity of approach and has an impact on the Force's relationship with the local population and authorities.

16. In view of the increased scope of activities in the buffer zone and the need to ensure consistency and continuity in supporting the mission's mandated tasks, it is proposed to strengthen the Civil Affairs Branch through the establishment of a Sector Civil Affairs Team Liaison Assistant (national General Service staff) post.

17. The incumbent of the post would be responsible for the overall support to the Team Coordinator and to the three teams in managing civilian activities in the buffer zone, including managing the growing portfolio of applications for civilian construction projects; assisting the Team Coordinator in the formulation and implementation of the established applications processing procedures, and in drafting formats and check lists; liaising with local authorities and the local population with a view to establishing contacts and building trust with local administrative authorities and municipalities; assisting members of the three teams in conducting field research by liaising with the local population and officials; providing guidance and information conveying local cultural perspectives on issues concerned with applications for various projects, in particular on rules and regulations pertaining to property and land development; and conducting research and compiling and summarizing background material for use in preparation of reports, briefings and meetings. The Liaison Assistant would also review applications for civilian construction projects to ensure their completeness; follow up with individual applicants, monitor and follow up on action to be taken and respond to queries; establish and maintain a database on activities and ongoing projects; organize a weekly team coordination meeting and serve as notetaker; and translate official correspondence and documents from Greek into English, as necessary.

18. The approved national staffing establishment of the Civil Affairs Branch, comprising four translators/interpreters, a Civil Affairs Liaison Assistant responsible for supporting the humanitarian patrols and bicommunal activities, a Registry Assistant who maintains the filing for the Branch and an Administrative Assistant responsible for administrative support to the Branch, cannot absorb the additional workload arising from the increased civilian use of the buffer zone.

Component 2: military

Expected accomplishments	*Indicators of achievement*
2.1 Maintenance of ceasefire and the integrity of the United Nations buffer zone	2.1.1 Reduction in ceasefire violations from 946 in 2005/06 to 800 in 2006/07 to 780 in 2007/08
	2.1.2 Reduction in the presence of the opposing forces along the buffer zone from 2,538 in 2005/06 to 2,500 in 2006/07 to 2,450 in 2007/08

Outputs

- 106,140 mobile troop patrol days (2 troops per patrol x 145 patrols per day x 366 days)
- 9,516 military observer and liaison group mobile patrol days (13 troops per patrol x 2 patrols per day x 366 days)

- 10,980 camp or base duty troop days (6 troops per post x 5 posts x 366 days)
- 1,098 permanent observation post troop days (1 soldier per post x 3 shifts x 366 days)
- 732 daylight observation post troop days (1 soldier per post x 2 shifts x 366 days)
- 1,320 air patrol hours covering the full length of the buffer zone
- 20, 496 troop days to maintain security of United Nations installations in 6 camp areas (14 troops per shift x 4 shifts x 366 days)
- Daily liaison with opposing forces at all levels on buffer zone-related issues (1 meeting at UNFICYP headquarters and 3 meetings at the sector level on a daily basis)
- 51,606 troop platoon-size quick-reaction reserve days (23 troops per platoon x 4 platoons x 366 days with 2 hours notice to move; 23 troops per platoon x 2 platoons x 366 days with 4 hours notice to move; 3 troops x 1 helicopter x 366 days with 45 minutes notice to move)
- Daily monitoring of the buffer zone using surveillance technology (closed-circuit television system, Global Positioning System (GPS) and night observation capability)
- 3,528 demining assistance troop days for escort of third-party demining teams, provision of security and planning and liaison assistance (14 troops per day x 252 days)
- Removal of fences surrounding 48 demined areas once all minefields are cleared

External factors

Opposing forces will cooperate

Table 3
Human resources: component 2, military

Category	***Total***
I. Military contingents	
Approved 2006/07	**834**
Proposed 2007/08	**834**
Net change	—
II. United Nations police	
Approved 2006/07	—
Proposed 2007/08	—
Net change	—

III. Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Office of the Force Commander											
Approved 2006/07	—	1	—	—	1	—	—	2	3	—	5
Proposed 2007/08	—	1	—	—	1	—	—	2	3	—	5
Net change	—	—	—	—	—	—	—	—	—	—	—
Grand total (I-III)											
Approved 2006/07											839
Proposed 2007/08											839
Net change											—

Component 3: United Nations police

Expected accomplishments	*Indicators of achievement*
3.1 Enhanced law enforcement in the United Nations buffer zone	3.1.1 Reduction in the number of incidents related to violations of law and order in the buffer zone and in proximity to the crossing points from 127 in 2005/06 to 104 in 2007/08 (79 in 2006/07)[a]

Outputs

- 11,648 United Nations police patrol days (1 police officer per station x 8 police stations x 4 patrols per day x 7 days per week x 52 weeks)
- Crime mapping and statistical reporting to law enforcement agencies of both sides to assist in the identification and targeting of increased criminality areas
- 3,900 United Nations police days of humanitarian assistance, including 78 convoys of humanitarian assistance to the Maronites and Greek Cypriots in the north (15 police officers x 5 days per week x 52 weeks)

External factors

Police authorities of the sides will cooperate

[a] Projected in the 2006/07 budget.

Table 4
Human resources: component 3, United Nations police

Category											***Total***
I. Military contingents											
Approved 2006/07											—
Proposed 2007/08											—
Net change											—
II. United Nations police											
Approved 2006/07											**62**
Proposed 2007/08											**62**
Net change											—
	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Office of the Senior Police Adviser											
Approved 2006/07	—	—	1	—	—	—	—	1	1	—	**2**
Proposed 2007/08	—	—	1	—	—	—	—	1	1	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—
Grand total (I-III)											
Approved 2006/07	—	—	—	—	—	—	—	—	—	—	**64**
Proposed 2007/08	—	—	—	—	—	—	—	—	—	—	**64**
Net change	—	—	—	—	—	—	—	—	—	—	—

Component 4: Support

Expected accomplishments	*Indicators of achievement*
4.1 Effective and efficient logistical, administrative and security support to the mission	4.1.1 Reduction in the processing time for write-off requests from receipt to the disposition of cases by the Local Property Survey Board from approximately 4 to 2 weeks
	4.1.2 Reduction in the number of traffic accidents involving UNFICYP personnel (2005/06: an average of 12 per month; 2006/07: an average of 8 per month; 2007/08: an average of 7 per month)
	4.1.3 Increased provision of upgraded accommodation and facilities for UNFICYP troops (2005/06: 467 personnel, or 54 per cent of the total; 2006/07: 584 personnel, or 68 per cent of the total; 2007/08: 664, or 77 per cent of the total)

4.1.4 Increased availability of network services (up-time of at least 99 per cent)

4.1.5 Reduction in overall commercial communications costs by 10 per cent

4.1.6 Provision of direct access from the sectors to the mission headquarters shared drives

Outputs

Service improvements

- Implementation of an electronic distribution to members of the Local Property Survey Board of write-off cases to enable their expedited disposition by the Board
- Implementation of ongoing road safety programme and driver testing for all United Nations personnel
- Replacement of accommodation equipment and furniture in 50 existing accommodation units and installation of 165 air conditioning units
- Standardization of all network switches by replacing old switches with 3-layer standardized switches and utilization of fibre optic cables to increase availability of network services
- Implementation of least cost routing commercial communications through the utilization of an advanced communications system
- Installation of wide-band digital microwave links to increase the data transmittal capacity from 2 to 100 megabits per second

Military, police and civilian personnel

- Emplacement, rotation and repatriation of 860 troops and 69 United Nations police officers
- Verification, inspection and monitoring of contingent-owned equipment and self-sustainment in respect of 860 military contingent personnel and issuance of verification reports
- Supply and storage of rations at 6 military positions for 860 military contingent personnel
- Administration of 149 civilian staff, comprising 39 international staff and 110 national staff
- Implementation of a conduct and discipline programme for 860 military personnel, 69 United Nations police officers and 149 civilian personnel, including training, prevention, monitoring and recommendations for disciplinary action

Facilities and infrastructure

- Maintenance and repair of premises of Force headquarters and 17 military and 7 United Nations police facilities, including completion of 8,000 service requests
- Maintenance and repair of 80 kilometres of patrol tracks
- Installation of 2,250 metres of fencing for 8 patrol bases, vehicle gates, anti-vehicle barriers, concertina wire and halogen flood lights

- Operation and maintenance of 81 generators
- Maintenance of 24 helipads in accordance with International Civil Aviation Organization (ICAO) standards

Ground transportation

- Maintenance and operation of 345 vehicles, including 9 armoured vehicles, at Force headquarters (79 United Nations-owned, 39 contingent-owned and 227 rented vehicles)

Air transportation

- Operation and maintenance of 2 helicopters
- Supply of 240,000 litres of aviation fuel for air operations

Communications

- Support and maintenance of communications network consisting of 3 satellite earth stations, 9 private automatic branch exchange (PABX) telephone systems, 13 repeaters, 334 mobile radios, 336 handheld radios, 11 wideband digital microwave links and 15 narrowband digital microwave links

Information technology

- Support and maintenance of information technology network consisting of one local area network (LAN) (UNFICYP headquarters) and 7 wide-area networks (WAN), 332 desktops, 53 laptops, 157 printers, including 32 network printers and 18 servers
- Implementation of the VMware infrastructure to incorporate many individual servers within a centralized one in order to release some servers for disaster recovery and business continuity backup purposes
- Implementation of the 802.1x security architecture over LAN/WAN networks in order to prohibit unauthorized access to network resources

Medical

- Operation and maintenance of an upgraded level-1 medical centre
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all mission personnel
- HIV sensitization programme, including peer education, for all mission personnel

Security

- Provision of round-the-clock security to 17 military positions and 7 United Nations police locations (including mission headquarters)
- Updated country-specific security plan with quarterly training exercises, including management of hostage-taking incidents, car bombing incidents, natural disasters or major incidents, such as demonstrations or the outbreak of a pandemic
- Mission-wide site security assessment, including residential security surveys
- Conduct of 2 information sessions on security awareness and contingency evacuation plans for all mission personnel

- Induction security training and primary fire training/drills for all new mission staff
- Completion of security enhancement plans for all mission locations

External factors

Vendors/contractors/suppliers will be able to deliver goods and services as contracted

Table 5
Human resources: component 4, support

Category											*Total*
I. Military contingents[a]											
Approved 2006/07											**26**
Proposed 2007/08											**26**
Net change											—
II. United Nations police											
Approved 2006/07											
Proposed 2007/08											
Net change											—
	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Conduct and Discipline Team[b]											
Approved 2006/07	—	—	1	—	—	—	—	**1**	1	—	**2**
Proposed 2007/08	—	—	—	—	—	—	—	**—**	—	—	**—**
Net change	—	—	(1)	—	—	—	—	**(1)**	(1)	—	**(2)**
Division of Administration											
Approved 2006/07	—	1	3	3	18	—	—	**25**	98	—	**123**
Proposed 2007/08	—	1	3	3	16	—	—	**23**	97	—	**120**
Net change	—	—	—	—	**(2)**	—	—	**(2)**	**(1)**	—	**(3)**
Subtotal, civilian staff											
Approved 2006/07	—	1	4	3	18	—	—	**26**	99	—	**125**
Proposed 2007/08	—	1	3	3	16	—	—	**23**	97	—	**120**
Net change	—	—	(1)	—	**(2)**	—	—	**(3)**	**(2)**	—	**(5)**
Grand total (I-III)											
Approved 2006/07											**151**
Proposed 2007/08											**146**
Net change											**(5)**

[a] Includes military officers dedicated to support functions.
[b] Includes temporary positions funded under general temporary assistance.

Justification

Conduct and Discipline Team

International staff: abolishment of one position

National staff: abolishment of one position

19. In view of the significant expansion of the United Nations Interim Force in Lebanon (UNIFIL), personnel conduct and discipline functions previously vested in UNFICYP have been assumed by UNIFIL on a regional basis covering UNFICYP, the United Nations Truce Supervision Organization (UNTSO), the United Nations Disengagement Observer Force (UNDOF) and the Office of the United Nations Special Coordinator for the Middle East Peace Process. Accordingly, the proposed staffing establishment of UNFICYP for the 2007/08 period excludes temporary positions for a Conduct and Discipline Officer (P-5) and a Conduct and Discipline Assistant (national General Service staff) approved for the 2006/07 period.

Division of Administration

International staff: conversion of two posts from Field Service category to national General Service category

20. Upon review of the number and grade levels of the mission's support staff requested in General Assembly resolution 60/270, it is proposed to convert the posts of the Chief Transport Officer and Property Management Officer from the Field Service category to the national General Service category.

National staff: abolishment of three national General Service posts

21. Upon review of the number and grade levels of the mission's support staff requested in General Assembly resolution 60/270, it is proposed to abolish three national General Service staff posts (2 Secretaries and 1 Stores Worker). Functions previously performed by the incumbents of these posts would be absorbed by the existing support staff of the Division of Administration.

National staff: redeployment of one national General Service post from Procurement Section to Finance Section

22. In order to avoid a potential conflict of interest and to increase efficiency, the invoice review and processing functions would be transferred from the Procurement Section to the Finance Section. Accordingly, it is proposed that one national General Service post be redeployed from the Procurement Section to the Finance Section.

II. Resource requirements

A. Overall

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	*Expenditures (2005/06)* (1)	*Apportionment (2006/07)* (2)	*Cost estimates (2007/08)* (3)	*Variance* Amount (4)=(3)-(2)	*Variance* Percentage (5)=(4)÷(2)
Military and police personnel					
Military observers	—	—	—	—	—
Military contingents	17 223.4	17 198.6	18 900.0	1 701.4	9.9
United Nations police	907.9	963.0	1 150.6	187.6	19.5
Formed police units	—	—	—	—	—
Subtotal	**18 131.3**	**18 161.6**	**20 050.6**	**1 889.0**	**10.4**
Civilian personnel					
International staff[a]	5 984.0	5 856.2	6 280.2	424.0	7.2
National staff[b]	6 244.3	5 844.3	6 601.7	757.4	13.0
United Nations Volunteers	—	—	—	—	—
Subtotal	**12 228.3**	**11 700.5**	**12 881.9**	**1 181.4**	**10.1**
Operational costs					
General temporary assistance	159.7	332.9	79.0	(253.9)	(76.3)
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	—	—	—	—	—
Official travel	161.0	145.1	269.5	124.4	85.7
Facilities and infrastructure	6 047.5	7 263.4	6 547.3	(716.1)	(9.9)
Ground transportation	3 259.5	3 240.9	3 047.9	(193.0)	(6.0)
Air transportation	1 597.5	1 567.2	1 589.1	21.9	1.4
Naval transportation	—	—	—	—	—
Communications	928.9	916.6	958.5	41.9	4.6
Information technology	543.2	579.6	606.0	26.4	4.6
Medical	356.3	282.4	304.8	22.4	7.9
Special equipment	6.7	209.9	11.5	(198.4)	(94.5)
Other supplies, services and equipment	406.4	431.3	501.9	70.6	16.4
Quick-impact projects	—	—	—	—	—
Subtotal	**13 466.7**	**14 969.3**	**13 915.5**	**(1 053.8)**	**(7.0)**
Gross requirements	**43 826.3**	**44 831.4**	**46 848.0**	**2 016.6**	**4.5**
Staff assessment income	2 001.0	1 818.5	1 998.3	179.8	9.9
Net requirements	**41 825.3**	**43 012.9**	**44 849.7**	**1 836.8**	**4.3**
Voluntary contributions in kind (budgeted)[c]	1 278.4	1 439.0	1 471.0	32.0	2.2
Total requirements	**45 104.7**	**46 270.4**	**48 319.0**	**2 048.6**	**4.4**

[a] Cost estimates for 2007/08 are inclusive of 5 per cent of vacancy rate, the same as the vacancy rate applied in 2006/07.
[b] Cost estimates for 2007/08 are inclusive of 2 per cent of vacancy rate, the same as the vacancy rate applied in 2006/07.
[c] Cost estimates for 2007/08 are inclusive of $1,470,918 from the Government of Cyprus.

Average delayed deployment factor, turnover factor and vacancy rates

(Percentage)

Category	*2006/07*	*2007/08*
Military and police personnel	—	—
Military observers	—	—
Military contingents	—	1
United Nations police	10	2
Formed police units	—	—
Civilian personnel	—	—
International staff	5	5
National staff	2	2
United Nations Volunteers	—	—
Temporary positions[a]	—	—
Government-provided personnel	—	—
Civilian electoral observers	—	—

[a] Funded under general temporary assistance.

B. Non-budgeted contributions

23. The estimated value of non-budgeted contributions for the period from 1 July 2007 to 30 June 2008 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	241.0
Voluntary contributions in kind (non-budgeted)	—
Total	**241.0**

[a] Inclusive of market value, as estimated by UNFICYP, of the cost of United Nations observation posts and office and accommodation facilities provided by the Government of Cyprus to the Force for military contingents and United Nations police units.

C. Contingent-owned equipment: major equipment and self-sustainment

24. Requirements for the period from 1 July 2007 to 30 June 2008 are based on standard reimbursement rates for major equipment (wet lease) and self-sustainment in the total amount of $1,353,600 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	1 190.6
Self-sustainment (minor engineering)	163.0
Total	**1 353.6**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental condition factor	—	—	—
Intensified operational condition factor	—	—	—
Hostile action/forced abandonment factor	—	—	—
B. Applicable to home country			
Incremental transportation factor	0.25-3.75		

D. Training

25. The estimated requirements for training for the period from 1 July 2007 to 30 June 2008 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Consultants	
Training consultants	—
Official travel	
Official travel, training	78.9
Other supplies, services and equipment	
Training fees, supplies and services	69.0
Total	**147.9**

26. The proposed provision of $147,900 would cover training of international and national staff at the United Nations Logistics Base in Brindisi, Italy (UNLB), and locally in various areas, including communications and information technology, personnel administration, finance, procurement, engineering, ground transportation, property management, gender and HIV/AIDS awareness, as well as travel outside the mission area (Senior Mission Administration and Resources Training programme and fire-fighting training).

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

- **Mandate**: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate
- **External**: variances caused by parties or situations external to the United Nations
- **Cost parameters**: variances caused by United Nations regulations, rules and policies
- **Management**: variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment)

	Variance	
Military contingents	$1,701.4	9.9%

• External: increased aircraft charter costs on the world market

27. The variance under this heading is attributable to higher requirements for the rotation travel of military personnel owing to the increased aircraft charter costs on the world market, as well as to the projected increase in the use of commercial carriers owing to the limited availability of aircraft provided by Governments under letter-of-assist arrangements. The average cost of rotation travel in the budget period is projected to increase from the $900 per person/round-trip expenditure budgeted for in the 2006/07 period to $1,933 per person/round-trip. The cost estimates reflect a 1 per cent delayed deployment factor as opposed to none in the 2006/07 period.

[1] Resource variance amounts are expressed in thousands of United States dollars. Analysis is provided for variances of at least plus or minus 5 per cent or $100,000.

	Variance	
United Nations police	$187.6	19.5%

- **Cost parameters: increased mission subsistence allowance rates and decreased delayed deployment factor**

28. The higher requirements under this heading reflect the increased mission subsistence allowance daily rate in effect from 1 October 2006 (19 Cypriot pounds (£C) per person/day compared to £C 17 per person/day in the 2006/07 budget). Additionally, based on the current deployment pattern, a reduced delayed deployment factor of 2 per cent has been applied to the computation of the cost estimates as compared to the rate of 10 per cent applied in the 2006/07 period.

	Variance	
International staff	$424.0	7.2%

- **Cost parameters: salary, common staff costs and staff assessment rates**

29. The higher requirements are mainly attributable to the increased provision for common staff costs to include an amount corresponding to 8 per cent of net international staff salaries to meet the requirements of the Organization's unfunded liability arising from after-service health insurance. In addition, the application of the salary and staff assessment rates, derived from the actual average expenditures by staff category and grade level in the 2005/06 period, resulted in an average increase of 6 per cent in the international staff salary and staff assessment requirements.

30. The increased requirements under the above heading were partially offset by the reduction of the proposed international staffing establishment of the mission by two Field Service posts converted to the national General Service category.

	Variance	
National staff	$757.4	13.0%

- **Cost parameters: revised national staff salary scale**

31. The variance under this heading is attributable to higher requirements resulting from the application of the national salary scale in effect from 1 September 2006, reflecting an average increase of 14 per cent compared to the salary scale in the 2006/07 budget. The computation of common staff costs estimate is based on the actual pattern of expenditures in the prior periods (equivalent to 26 per cent to net salaries compared to 28 per cent in the 2006/07 period), and takes into account the average exchange rate of the Cyprus pound against the United States dollar (£C 0.474 compared to £C 0.475 in the 2006/07 period). The estimated requirements under the above heading reflect the application of a delayed recruitment factor of 2 per cent.

	Variance	
General temporary assistance	($253.9)	(76.3%)

- **Management: reduced inputs, same outputs**

32. The reduced requirements result from the abolishment of two temporary positions previously approved for the Conduct and Discipline Team. Provision under this heading is made for temporary replacement of staff on maternity or extended sick leave and for individual contractors to undertake special short-term projects for which no in-house expertise exists.

	Variance	
Office travel	$124.4	85.7%

- **Management: additional inputs and outputs**

33. The variance is mainly attributable to the increased political consultations to support the resumption of the Cyprus talks, including travel outside the mission area related to meetings with the European Union and the Guarantor Powers. The estimated training-related travel provisions reflect additional requirements for the mission's senior staff participating in the Senior Mission Administration and Resources Training programme conducted at United Nations Headquarters. Furthermore, the increased cost of commercial travel by air contributed to the increase in travel requirements by an average of 10 per cent.

	Variance	
Facilities and infrastructure	($716.1)	(9.9%)

- **Management: reduced inputs, same outputs**

34. The variance under this heading is mainly attributable to lower costs for alteration and renovation projects planned for the 2007/08 period compared to the 2006/07 period owing to the scheduled completion of major projects during the 2006/07 period. In addition, the variance also reflects reduced requirements under catering services resulting from more favourable terms of new contracts effective 1 July 2006 and reduced requirements for the acquisition of fire-fighting equipment (automatic fire-extinguishing and fire alarm systems), provision for which was made in the 2006/07 period.

	Variance	
Ground transportation	($193.0)	(6.0%)

- **Management: reduced inputs, same outputs**

35. The variance under this heading is primarily attributable to the projected reduced consumption of fuel based on past experience (966,100 litres compared to 1,328,600 litres budgeted for in the 2006/07 period), partially offset by the increased average cost of fuel ($0.69 per litre for diesel fuel and $0.78 per litre for petrol compared to $0.64 per litre for diesel fuel and $0.62 per litre for petrol reflected in the 2006/07 budget).

	Variance	
Medical	$22.4	7.9%

- **Cost parameters: higher market costs**

36. The variance under this heading reflects the increased projected costs of the locally provided medical services, based on the mission's past experience.

	Variance	
Special equipment	($198.4)	(94.5%)

- **Management: reduced inputs, same outputs**

37. The variance is attributable to the planned acquisition during the 2006/07 period of 30 closed-circuit television cameras and 12 rangefinder monoculars and to reduced requirements for the replacement of night observation devices (2 compared to 10 in the 2006/07 period).

	Variance	
Other supplies, services and equipment	$70.6	16.4%

- **Management: additional inputs and outputs**

38. The variance under this heading is attributable to increased requirements for training fees in connection with the participation of the mission's senior staff in the Senior Mission Administration and Resources Training programme at United Nations Headquarters, as well as to higher requirements for the commercially provided haircutting services based on the existing contract.

IV. Actions to be taken by the General Assembly

39. **The actions to be taken by the General Assembly in connection with the financing of the Force are:**

(a) **Appropriation of the amount of $46,848,000 for the maintenance of UNFICYP for the 12-month period from 1 July 2007 to 30 June 2008, including $21,449,900 to be funded through voluntary contributions from the Government of Cyprus ($14,949,900) and the Government of Greece (6.5 million);**

(b) **Assessment of the amount of $25,398,100, representing the balance of the appropriation, at a monthly rate of $2,116,508, should the Security Council decide to continue the mandate of UNFICYP.**

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolution 60/266 and the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly and of the United Nations Board of Auditors

A. General Assembly
Cross-cutting issues

(Resolution 60/266)

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Section II: budget presentation	
Continue to undertake the review of staffing requirements, function and level of posts that would reflect evolving mandates, changing operational requirements, actual responsibilities and functions performed, with a view to ensuring the most cost-effective use of resources (para. 2).	As a result of a further review of the number and grade levels of support staff, the proposed 2007/08 budget reflects the conversion of two Field Service posts to the national General Service category and the abolition of three national General Service staff posts.
Include in all performance reports in respect of peacekeeping operations, UNLB and the support account, details of monthly expenditure patterns, as well as to provide, in the context of the consideration of the budget submission, to the extent possible, supplementary information on the most up-to-date financial data available on actual expenditures for the current period (para. 3).	The monthly expenditure patterns are reported in the 2005/06 performance report. With respect to actual expenditures for the 2006/07 period, the most up-to-date financial data will be made available to the Advisory Committee on Administrative and Budgetary Questions during the review of the proposed budget.
Section XII: spare parts	
Report to the General Assembly at its sixty-first session on optimal levels for spare parts in all missions, and requested that the budget proposals for the period from 1 July 2007 to 30 June 2008 not exceed those levels (para. 17).	Communications and information technology spare parts requirements in the proposed 2007/08 budget are based on the application of 7.5 per cent and 7 per cent rates to, respectively, the projected inventory value of communications and to information technology equipment and are in line with historical expenditure patterns. Based on the consumption patterns, the proposed budget reflects a decreased provision for vehicle spare parts compared to the 2006/07 period.

Decisions and requests to the Secretary-General	*Action taken to implement decisions and requests*
Section XIII: better use of technology	
Make greater use of videoconferencing facilities and e-learning programmes for training and other purposes and report to the General Assembly at its sixty-first session on improvements and efficiencies made through greater utilization of those tools.	Videoconferencing facilities are used whenever feasible, in particular with respect to conferences/discussions with the Department of Peacekeeping Operations and the Office of Programme Planning, Budget and Accounts concerning UNFICYP's budget proposals. Videoconferencing has also been utilized by the mission for air inspection and recommendations module training in March 2006. The Communications and Information Technology Service gave a videoconference on communications and information technology matters for the 2005 auditors training at UNLB. E-learning programmes have also been utilized at the mission for all UNFICYP staff, including 2 security awareness training programmes and, more recently, the module on "Prevention of workplace harassment, sexual harassment and abuse of authority".

B. Advisory Committee on Administrative and Budgetary Questions

(A/60/785)

Request/recommendation	*Action taken to implement request/recommendation*
In light of the interdependence and complementarity of the mandates of the Special Adviser and of UNFICYP and given the extensive knowledge and experience acquired by UNFICYP over the many years of its presence in Cyprus, the Committee would expect that there is scope for finding synergies and that it is possible for UNFICYP to provide support to the Special Adviser of the Secretary-General in carrying out his mandate. The Committee urged UNFICYP to do its utmost to avoid any duplication of efforts, to ensure efficiency and the optimum use of resources (para. 18)	Pending resumption of the good offices of the Secretary-General in Cyprus and the appointment of the Special Adviser, the Special Representative of the Secretary-General/Chief of Mission continues to function as a high-level point of contact on the ground and UNFICYP continues to undertake part of the functions of the good offices mission. When the Special Adviser is appointed and takes up her/his responsibilities, UNFICYP will do its utmost to avoid any duplication of efforts and identify synergies and complementarities with the office of the Special Adviser.

Request/recommendation	*Action taken to implement request/recommendation*
The Committee reiterated the importance it attached to matters relating to rations since that issue affected the health and morale of contingent personnel and had significant financial implications (A/59/736, paras. 41-45). The Committee trusted that UNFICYP would take all necessary measures to address the deficiencies observed by the Board of Auditors with respect to rations and report fully on this matter in the budget proposal for the 2007/08 period (para. 23).	Procedures are in place for the conduct of monthly inspection of storage facilities in the United Nations Protected Area in Nicosia and in the sectors to ensure that rations are stored in a manner that conforms to health and hygiene standards. The proposed 2007/08 budget includes 25 temperature monitor and alarm devices for cold ration storage areas. These will record the temperatures of cold and frozen rations and will provide an early warning alarm in the event of major temperature deviations, thus reducing the risk of ration wastage. During the 2006/07 period, the rations warehouse in the United Nations Protected Area will be renovated to improve rations storing and temperature conditions.
The Committee was of the opinion that in long-established missions, such as UNFICYP, the proportion of support staff should be lower than in the more recent, complex missions, which have a heavier burden during the start-up and initial phases. The proportion of support to military personnel should therefore gradually decrease over time and the grade levels of civilian staff should also be adjusted to the levels of effective responsibility, especially when the missions are downsized, as was the case of UNFICYP in 2005 (para. 27).	As a result of a further review of the number and grade levels of support staff, the proposed 2007/08 budget reflects the conversion of 2 Field Service posts to the national General Service category and the abolition of 3 national General Service staff posts (see also paras. 7 to 11 of the present report). Further reduction of the civilian staffing establishment at the present time would have an adverse impact on the operations of the mission.
The Committee was informed that UNFICYP had reviewed its human resources requirements following troop reduction from 1,230 to 860 and had made some adjustments. The Committee noted, however, that the overall levels of civilian personnel in the 2006/07 period were practically unchanged, at 153, as compared to 154 in 2004/05. The Committee requested UNFICYP to pursue its efforts in this area in order to ensure the most cost-effective use of resources (para. 27).	Furthermore, since conduct and discipline functions have been assumed by UNIFIL, two temporary positions previously approved for the Conduct and Discipline Team at UNFICYP have been discontinued. As a result, the proposed staffing establishment of UNFICYP for the 2007/08 period will be reduced to 149 international and national posts from 153 posts approved for the 2006/07 period.
The Advisory Committee noted that in its report on the accounts of peacekeeping operations for the period ended 30 June 2005, the Board of Auditors had indicated that delays in the implementation of the CarLog system in certain missions, including UNFICYP, had resulted in deficiencies in the controls for the prevention of the abuse of United Nations vehicles (A/60/5 (vol. II), para. 219). The Committee urged UNFICYP to monitor the use of vehicles and to ensure that all the directives concerning their use were strictly adhered to (para. 36).	In line with the recommendation of the Board of Auditors specific to the mission, it is now standard practice for the operational effectiveness of the CarLog system to be checked during regular scheduled vehicle maintenance, which is at every 5,000 kilometres or upon the report of a malfunction in the system. In addition, UNFICYP is constantly monitoring the use of vehicles and the directives concerning their usage are adhered to.

C. Board of Auditors

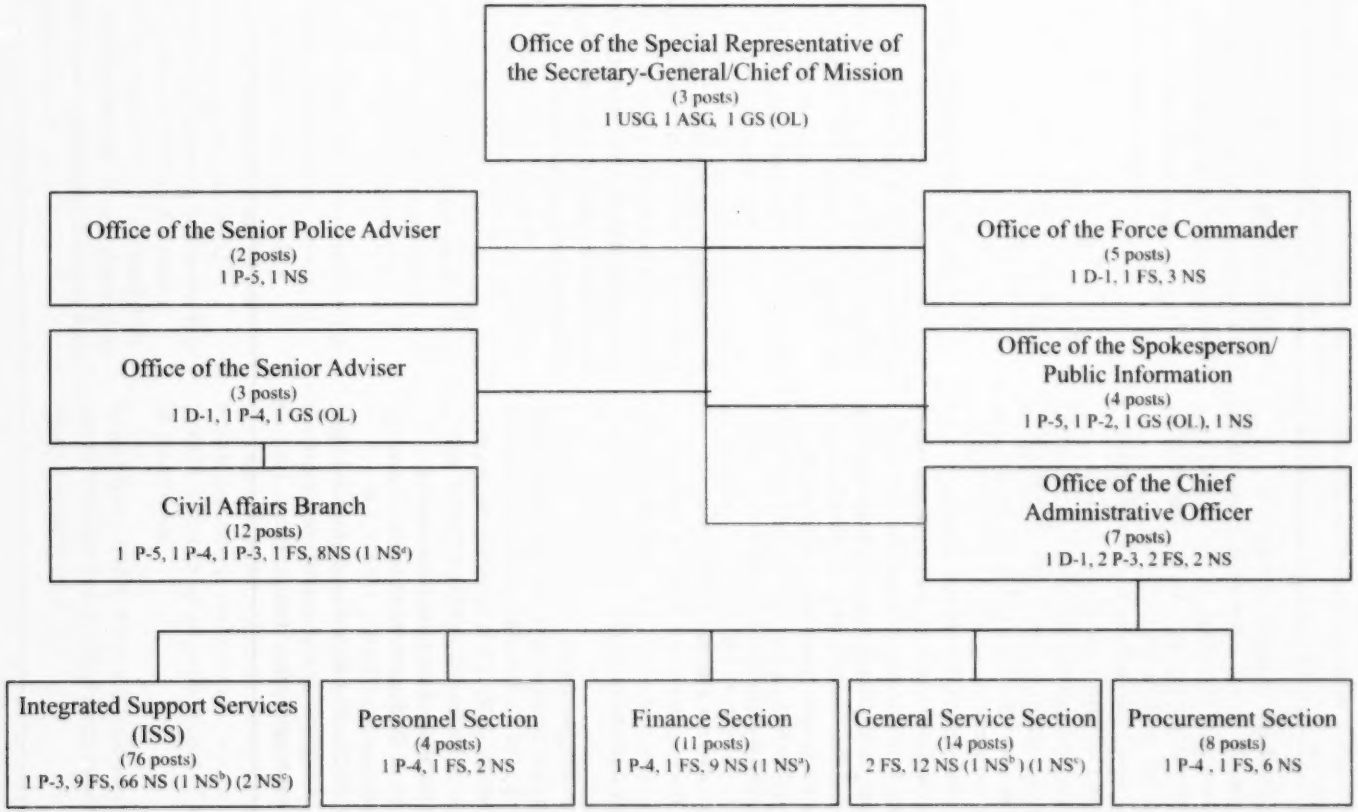
(A/60/5, vol. II and Corr.1, chap. II)

Request/recommendation	*Action taken to implement request/recommendation*
Owing in part to the delay in implementing and monitoring CarLog, the Board noted deficiencies in the controls for prevention of the abuse of United Nations vehicles at the following missions: the United Nations Stabilization Mission in Haiti (MINUSTAH), UNFICYP, the United Nations Interim Administration Mission in Kosovo (UNMIK), the United Nations Mission in Ethiopia and Eritrea (UNMEE), the United Nations Mission of Support in East Timor (UNMISET) and the United Nations Operation in Côte d'Ivoire (UNOCI). Those deficiencies included trip tickets not completed and certified; employees not always indicating private and official trips; and missions not always complying with directives issued by Headquarters (para. 219). The Board recommended that the Department and the administrative heads of missions enforce the proper functioning of controls at all missions for prevention of the use of United Nations vehicles for private purposes (para. 220).	Implemented (see also the response to the Advisory Committee on Administrative and Budgetary Questions recommendation above).
While the Board noted the efforts made by the Department and the improvements made at various peacekeeping missions and, inter alia, made the following observations (para. 324): (a) Deficiencies in the packaging, storage or temperature control of rations were noted at the United Nations Mission for the Referendum in Western Sahara (MINURSO), UNIFIL, UNFICYP, UNOCI, the United Nations Operation in Burundi (ONUB), UNDOF and UNMEE; (b) evaluations of supplier performance indicated instances of discrepancies in terms of quality, defects and substitutions at UNOCI, UNFICYP, UNMISET and UNMIL. The Board recommended that the Administration implement and enforce procedures to ensure the proper management of rations (para. 326).	Procedures are in place for the conduct of monthly inspection of rations storage facilities in the United Nations Protected Area and in the sectors to ensure that rations are stored in a manner that conforms to health and hygiene standards and operational effectiveness is maintained.

Annex

Organization charts

A. Substantive and administrative offices


Office of the Special Representative of the Secretary-General/Chief of Mission
(3 posts)
1 USG, 1 ASG, 1 GS (OL)
Office of the Senior Police Adviser
(2 posts)
1 P-5, 1 NS
Office of the Force Commander
(5 posts)
1 D-1, 1 FS, 3 NS
Office of the Senior Adviser
(3 posts)
1 D-1, 1 P-4, 1 GS (OL)
Office of the Spokesperson/ Public Information
(4 posts)
1 P-5, 1 P-2, 1 GS (OL), 1 NS
Civil Affairs Branch
(12 posts)
1 P-5, 1 P-4, 1 P-3, 1 FS, 8NS (1 NS[d])
Office of the Chief Administrative Officer
(7 posts)
1 D-1, 2 P-3, 2 FS, 2 NS
Integrated Support Services (ISS)
(76 posts)
1 P-3, 9 FS, 66 NS (1 NS[b]) (2 NS[c])
Personnel Section
(4 posts)
1 P-4, 1 FS, 2 NS
Finance Section
(11 posts)
1 P-4, 1 FS, 9 NS (1 NS[a])
General Service Section
(14 posts)
2 FS, 12 NS (1 NS[b]) (1 NS[c])
Procurement Section
(8 posts)
1 P-4 , 1 FS, 6 NS

Abbreviations: USG — Under-Secretary-General; ASG — Assistant Secretary-General; FS — Field Service; GS (OL) — General Service (Other level); NS — national General Service staff.

[a] Redeployed posts.

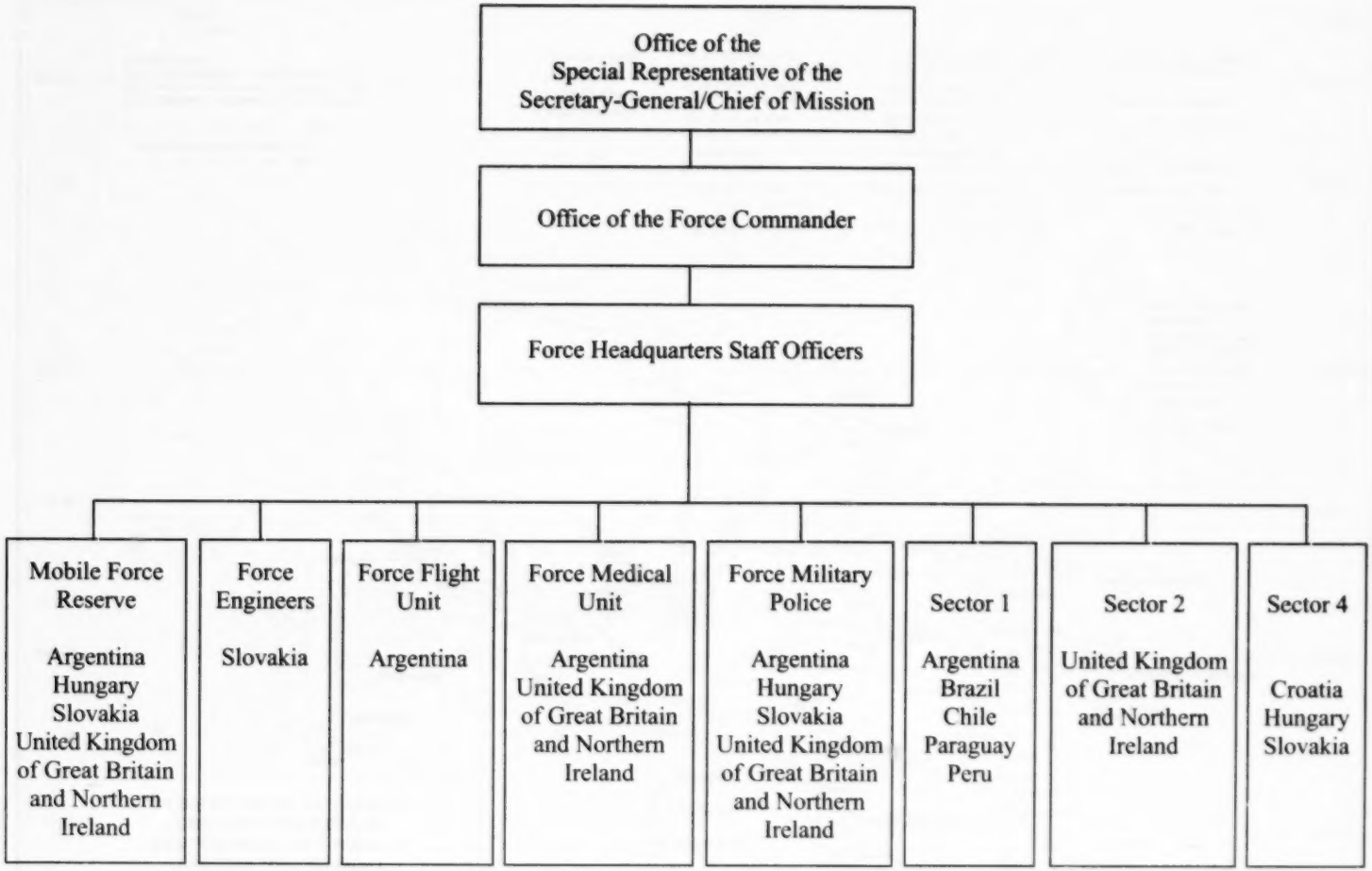
[b] Post converted from Field Service to the national General Service staff.

[c] Abolished posts.

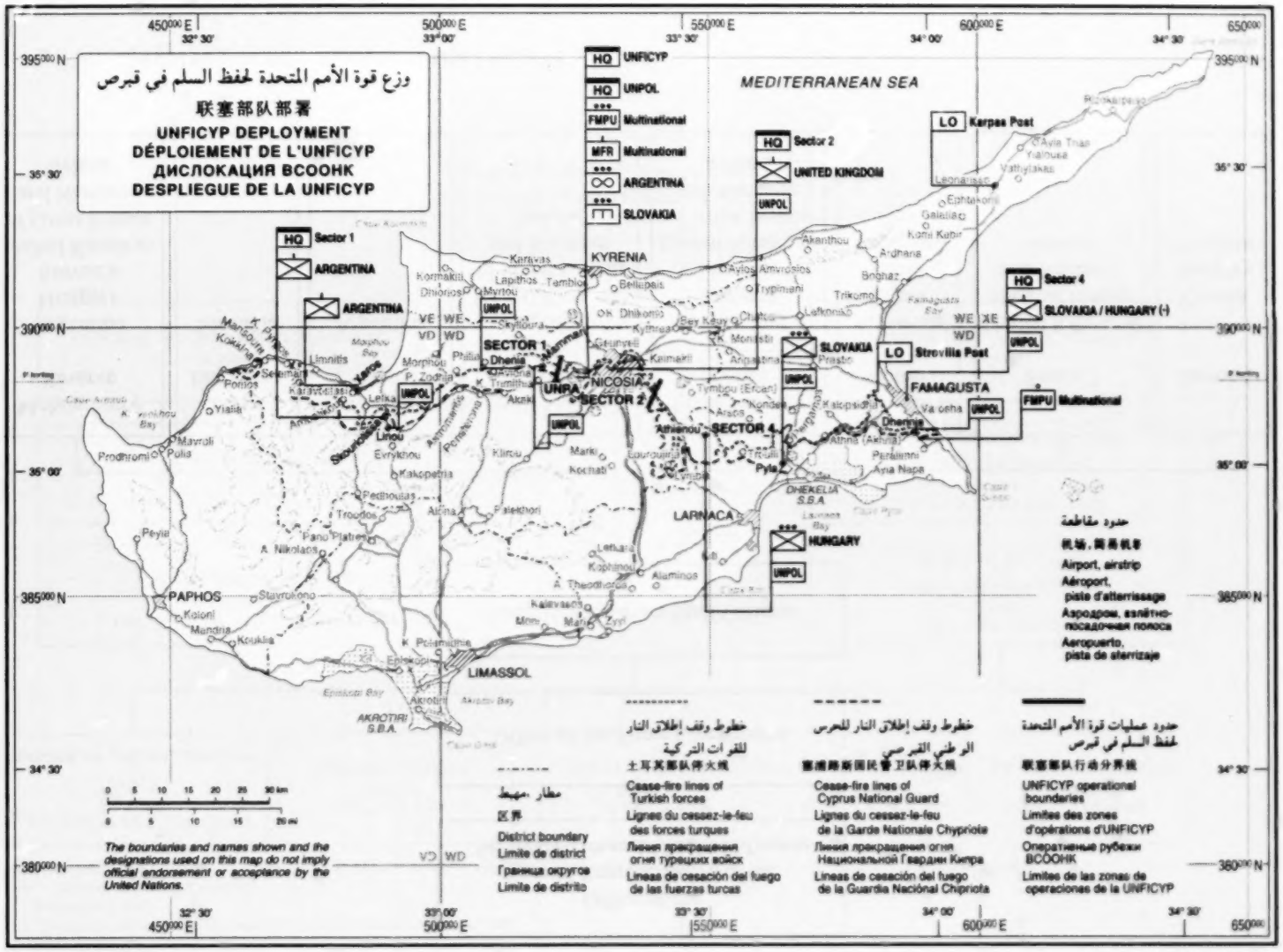
[d] New post.

[a] New post.

B. Military component



Map



Map No. 2930 Rev. 61 UNITED NATIONS
November 2006

Department of Peacekeeping Operations
Cartographic Section